

## Coaching Renovators

Renovators “are those teachers who rebuild their teaching practices and beliefs systems from the ground up when they are confronted.” They are ideal change agents, intrinsically motivated to find better, more effective ways to reach and teach students.

Their characteristics include:

- Knowledgeable about their content
- Willing to consider alternative teaching practices
- Reflective about beliefs
- View change process as a complex journey, not the destination
- Motivated by feeling of responsibility to students
- Have a personal need to grow
- Understand that risk-taking, discomfort and failure are a part of the growth process
- Good classroom managers

Renovators are already motivated and they are open to new ideas, however, they

- May get discouraged when other teachers are cynical or resistant
- May become frustrated with lack of resources to get started
- May become so enthusiastic to new ideas that s/he suffers from anxiety if the practices can't be implemented quickly and effectively
- May require extra support

What to do?

--Adapted from Hertberg, Holly & Brighton, Catherine (2005). “Room to Improve.” *Journal of Staff Development*. pgs. 32-47.